

**Shared Key
Interests**

1. Advance student learning, achievement, and success by keeping it at the heart and as the filter for our decision making.

2. Utilize research-based curricula that reflects 21st Century themes and applications and are responsive to the needs and potential of all students, preparing them for a global society.

3. Provide real-life, diverse learning opportunities with practical applications in the classroom and beyond.

4. Inform and engage the community in shaping educational strategy and formulating responses to change.

5. Attract, retain, and develop a high quality, diverse, creative, and innovative workforce of leaders.

6. Provide safe, secure, flexible, inviting, and well-maintained environments that nurture student well-being and enhance teaching and learning.

7. Identify, integrate, and expand technology to foster adaptability and maximize learning for all.

8. Foster mutually beneficial partnerships and collaborations that expand learning opportunities and resources.

Wausau School District

Board of Education Meeting Agenda

In Compliance with the Wisconsin Open Meeting Law

Public Notice s.19.84 (3)
Exemptions s.19.85

James Bouché, President
Karen Vandenberg, Clerk

A **Special Meeting** of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403 at 12:00 PM on Friday, August 18, 2023.**

I. ***This Wausau School District Board of Education Meeting will be conducted as a virtual meeting, meaning that multiple Board members may be participating in the meeting from remote locations through the use of communications technology and that public access to the meeting may be arranged through the use of technology.***

Members of the media and public may attend in person, by calling 1-715-261-0598, or through the virtual WebEx Meeting:

<https://wausauschools.webex.com/wausauschools/j.php?MTID=mbcb702086fa127de72e56b23970d02b2> All public participants' phones, microphones, and chat dialog boxes will be muted or disabled during the meeting.

For those individuals with disabilities, including individuals with visual or hearing impairments, as well as individuals who may have limited access to technology, please contact the Communications Coordinator, Diana White at 715-261-0556 or dwhite@wausauschools.org

I. CALL TO ORDER

II. Consideration and Approval of Teacher Salary for FY 23-24 (**Action Requested**)

III. ADJOURN

NOTICE POSTED: Thursday, August 10, 2023, at 2:45 pm

By: _____

NOTICE SENT TO:

WSAU WSAW-TV WAOW-TV WJFW-TV CITY PAGES WAUSAU PILOT & REVIEW SCHOOLS
WAUSAU DAILY HERALD WAAM CITY HALL COURTHOUSE PUBLIC LIBRARY

**WAUSAU SCHOOL DISTRICT
WEA NEGOTIATIONS SETTLEMENT
2023-24 SCHOOL YEAR
AUGUST 18, 2023**

The Administration requests the Board approve the recently ratified negotiated settlement with the Wausau Education Association.

Details of the settlement which was ratified by the WEA on Wednesday, August 16, 2023 include:

- Single Lane Matrix will be adjusted with a 2.85% base wage increase for 2023-24.
- All returning staff on the single lane model will be moved one step on the salary schedule as expected.
- All returning staff remaining on the old model will be moved according to their prior election from 2022-23 that they submitted to the district.
- Any staff earning a Master's Degree will receive the corresponding movement within the schedule they are on.
- Any staff earning their NBTC will receive the adjustment of +1 additional step on the new model.

Factoring in all the above in our costing model, the overall percentage increase for the group lands at 5.00112%.

Single Lane Matrix increase = 2.85%

Movements on Single Lane Matrix and 4 Tier Model = 2.15%

Overall increase of proposal = 5%

Submitted on behalf of the Wausau School District Board Negotiation Committee:

Tabatha Gundrum, Director of Human Resources

Josh Viegut, Assistant Superintendent of Operations

Keith Hilts, Superintendent

Jon Creisher, Board Negotiation Committee Member

James Bouche, Board Negotiation Committee Member

In addition to the above negotiated settlement, the Administration asks for a modification of the Employee Handbook for the teacher group to include the following:

- Personal Leave days will move from 1 per year to an allocation of 2 per year
- Personal Leave accrual will be capped at 40 hours moving forward.
- Any teacher with personal leave accrual of more than 40 hours, will have those "excess" balances moved to a new balance location and will have access to use those days as requested.

This modification was not a part of our formal negotiations with the WEA; however, it has been an area that we have continued to have conversations with the group during our regular meet and confer sessions.

